BACKGROUND

- Wave 1 participants nominated employment programs they used since they discharged from the military or deactivated from Active Duty. 54% reported using a program in the employment domain.
- Programs with verified URLs (n=388) and nominated by three or more Veterans were coded in Summer 2017-Winter 2017 using the common components analysis technique.
  - Of the programs coded, 184 programs were in the employment domain.
  - Information presented below reflects the proportion of programs with each component.

CONTENT COMPONENTS

Content components describe what a program teaches or what information it provides.

- Career planning and exploration - 56%
- Resume writing - 54%
- Job board or job search engine - 55%
- Interviewing preparation - 54%
- Job accommodation information - 38%
- Translating military experience to civilian work - 34%
- Job training and certification - 26%
- Entrepreneurship - 10%
- Networking - 8%

PROCESS COMPONENTS

Process components capture how a program conveys information or teaches skills.

- Interactive online tool: 2-54% of content
- Reading online: 4-47% of content
- Direct instruction: 4-41% of content
- Mentors or coaches: 4-34% of content
- Rehearsal, role-playing, practice: 2-7% of content
- Networking group: 0-7% of content

EFFECTS OF COMPONENTS ON OUTCOMES

We used logistic regression to determine the likelihood of experiencing the following outcomes compared to component non-users.

- Those who were looking for a job at Wave 1 and found a job in Wave 3 were more likely to be:
  - Users of resume writing content taught by direct instruction OR via a mentor
  - Users of interviewing skills content taught by direct instruction
  - Users of entrepreneurship content taught by direct instruction

- Those who left their job for a better opportunity were more likely to be:
  - Users of resume writing content taught by self-paced online reading

- Those who experienced increased job satisfaction Wave 1 to Wave 3 were more likely to be:
  - Users of career planning, resume writing, job board, job accommodations, or translating military experience to civilian work content taught by self-paced online reading
  - Users of resume writing or job board content taught via an interactive online tool
  - Users of resume writing, interview skills, or entrepreneurship content taught via a mentor

- Applying growth curve modeling, use of these components predicted salary increases from Wave 1 to Wave 3:
  - Resume writing content taught via self-paced online learning
  - Job accommodation content taught via self-paced online learning